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وزارة الدفاع والطيران
رئاسة الطيران المدني
ادارة هندسة المرات الجوية

عقد رئاسة الطيران المدني ٩٧-٢٠
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المجلد ٣ - النسخة الانجليزية
مجال الخدمات

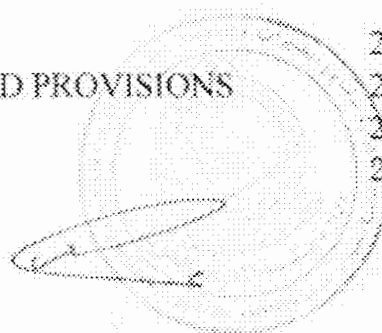
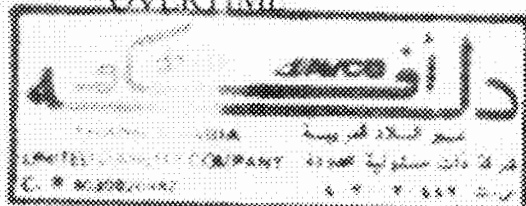


CONTRACT NO. PCA-AE-97-020
FOR
OPERATIONS AND MAINTENANCE
OF THE
AIR NAVIGATION SYSTEM SUPPORT (ANSS-V) PROGRAM
VOLUME III - ENGLISH
SCOPE OF SERVICES

THE KINGDOM OF SAUDI ARABIA
Ministry of Defence and Aviation
Presidency of Civil Aviation
Airways Engineering Directorate

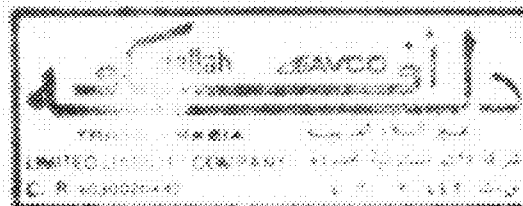
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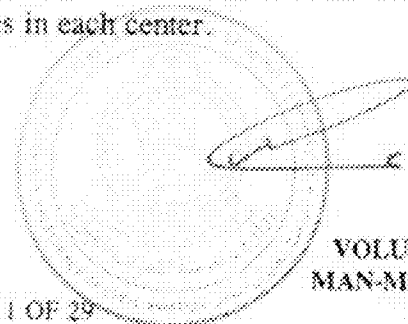
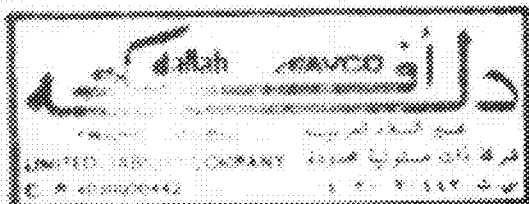
1 INTRODUCTION

1-1 Air Navigation System (ANS) Overview:

Civil and Military Air traffic in the Kingdom of Saudi Arabia is restricted to a network of ground-based radio navigation aids which are strategically placed to provide maximum safety to aircraft.

In order to ensure that aircraft using Saudi Airspace maintain a safe distance from each other, and that pilots are fully briefed as to weather conditions, ground hazards and the operational status of navigational aids, the Presidency of Civil Aviation (PCA) provides written flight procedures and maintains constant radio communications and control over air traffic via its control centers, and in some instances, Airport Control Towers. The Kingdom's airspace is controlled by two types of centers; the Area Control Center (ACC), located at Jeddah; and four hub airports at Jeddah, Riyadh, Dhahran, and Madinah is controlled by Approach Control Facilities (APP's) located at those airports. There are also Air Traffic Control Towers manned by controllers and provided with communication facilities and hot lines in many airports. PCA continues to provide APP, ATCT and required services at the airports whenever these services are needed by Air Traffic.

Communications with aircraft within the airspace controlled by the ACC are maintained with a series of remote radio transmitter-receiver sites located throughout the Kingdom, linked with and controlled by the ACC. APP's communicate with approach traffic by means of radio systems located within the immediate vicinity of the hub airport. At the centers, the radio channels are available to the controllers together with telephone links between centers and adjacent area control regions (Flight Information Region) such as Cairo, Amman, and Bahrain. The radio and telephone circuits are channeled through computerized switching systems which allow rapid and versatile communications capabilities in each center.



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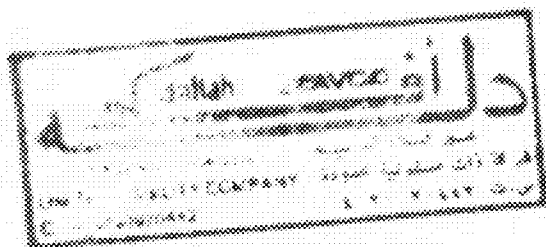
In addition to communications, Air Controllers at the ACC and APP's maintain electronic surveillance of air traffic via computerized radar systems which provide range, bearing, altitude and other information on visual display systems at operational consoles. Flight data is rapidly transmitted from center to center and region to region via radio and telephone circuits routed through an Automatic Message Switch System located at Jeddah.

The Saudi Air Navigation System is a complex network of interrelated functions, facilities, services and equipment. It is designed for the safety of the flying public as the first priority. State-of-the-art components such as communications, radars and computer systems and highly accurate navigation aids have been provided to ensure efficiency and economy of operations while raising the level of flight safety. The process of improvement of the system continues, both by the introduction of new, more advanced equipment, and by continual evaluation of maintenance and operation techniques.

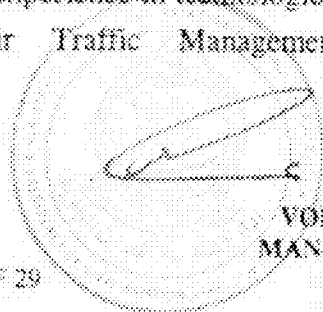
It is therefore essential that the Contractor shall have prior experience in the maintenance and support of an operational Air Navigation System that meets ICAO Standards. The concept of "real-time" support (that is, 24 hours per day, seven (7) days per week), rapid response to correct system discrepancies should be inherently clear to the Contractor. Further, it must also be clear that the operating, engineering, and technical support skills employed must be accompanied by actual experience in the present day technology of air traffic control facilities including but not limited to, the technology of computer hardware and software, and their applications within the Air Navigation System.

1-2 New Systems and Technologies:

The Government anticipates that during the term of the ANSS V Contract, the System Design phase for the Saudi Airspace Control System (SACS) and the planning phase for the future Saudi Arabian Air Traffic Management (ATM) System will have been largely completed, and that the implementation of new technologies, facilities and equipment will have begun. The planning and implementation phases will require technical personnel with education and experience in technologically advances systems and concepts associated with Air Traffic Management, Air Navigation,



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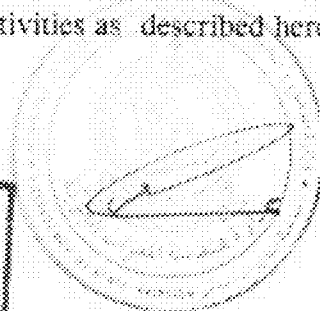
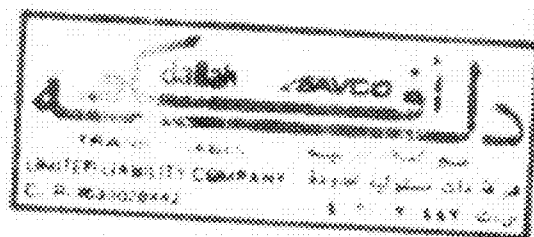
Communications and Automation and all SACS CNS/ATM planning and implementation procedures.

Simultaneous with the planning and implementation of SACS and the Future Air Navigation System (FANS), the existing Air Navigation System must remain available to the users, i.e., the civil aviation community and the Saudi military. Moreover, established standards for safety and system availability/reliability cannot be compromised.

These dual functions place a large responsibility, as well as a considerable work-load, on both the Government and the Contractor selected for the ANSS V Project. The Government believes, however, that with the appropriate number of support personnel and the proper skill-mix, both goals can be accomplished during ANSS V contract period.

The Contractor shall be aware of the criticality of providing only personnel of the highest caliber for all positions specified in Contract.

- 1-3 The Contractor shall provide the technical, managerial, and operational support as described herein, and engineering, technical, management, training, logistics, and support personnel in accordance with the Exhibit H provisions enumerated herein and the Manning Schedule, Exhibit I. Contractor-furnished personnel shall work for and in conjunction with the Presidency of Civil Aviation (PCA), as one integrated team, to train, augment, assist, and actively support the existing work force in the operation, maintenance, and certification of the Government's Air Navigation System facilities, systems, and equipment, and in other related activities as described herein.



The Contractor shall also provide logistics support services to provide materials and services for the aforementioned sites, facilities, systems, and equipment, and special cost services as described herein. Specific Contractor responsibilities, services, and applicable provisions are as follows:

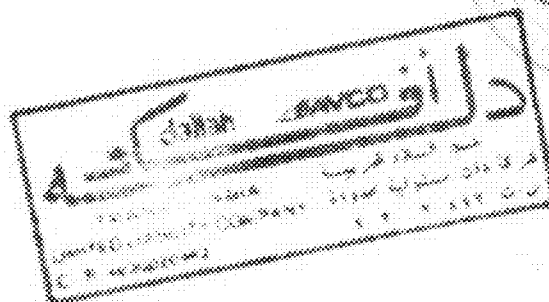
2 MAN-MONTH PERSONNEL

2-1 Recruitment

2-1-1 Recruitment-Offices: The Contractor shall establish recruitment offices for the purpose of recruiting personnel to work in Saudi Arabia in accordance with the Contract. The Contractor shall maintain such offices throughout the life of the contract at each of the following locations or countries:

- a) Jeddah, Saudi Arabia
- b) Western Europe
- c) United States or Canada
- d) South-East Asia

Exact locations will depend upon the prime location, or locations, of the Contractor's organization, and the specific areas of recruitment proposed by the Contractor in accordance with the requirements of Exhibit C, Article 7, Schedule of Quantities and Prices, and Exhibit I, Manning Schedule.

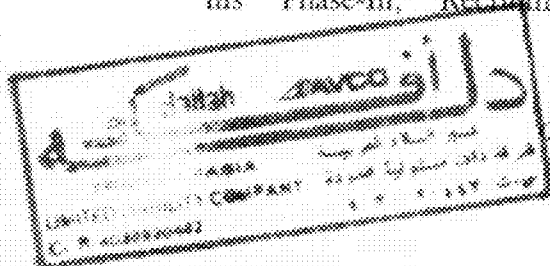


2-1-2 **Recruitment-Responsibilities and Approval:** The Contractor shall be entirely responsible for all aspects of the recruitment process, subject only to prior Government approval of Contractor-selected candidates, except that the Government may, at its discretion, at any time, direct the Contractor to hire any individual or individuals whom the Government deems suitable for employment under the Contract. The Contractor shall obtain Government approval for all candidates for employment or termination under the Contract prior to the candidates' employment or termination. The Contractor is informed that the Government will not approve any Contractor employee candidate who fails to meet the education and experience requirements specified in Volume IV (Position Descriptions). If the Government sees fit to waive the experience, qualification, or nationality requirements of Exhibit I and Volume IV (Position Descriptions), for a particular candidate or candidates, such a waiver shall not be construed by the Contractor as relieving the Contractor from conforming with the experience, qualification or nationality requirements with respect to any other candidates submitted to the Government for approval. The Contractor shall periodically advertise vacant positions in the local newspapers and attempt to recruit qualified Saudi Nationals prior to recruiting from the International Labor Market.

2-1-3 **Areas of Recruitment:**

- a) Nationals of the Kingdom of Saudi Arabia.
- b) North America and Western Europe
- c) Middle Eastern Countries
- d) Asia

2-1-4 **Manning Levels:** The Contractor shall provide personnel as specified in the manning tables set forth in Exhibit I who meet the qualifications described in Volume IV. It is essential that the work force be comprised of personnel that possess the skills and technical proficiency to perform all tasks required to manage, engineer, maintain, repair, and recommend certification of facilities, systems, and equipment of the PCA Air Navigation System. Upon notification of Award of Contract (approximately three [3] months prior to official Contract start date), the Contractor, at his own expense, shall initiate his Phase-In, Recruitment and Mobilization Plans. The Contractor's



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recruitment program shall make available in a timely fashion a sufficient number of qualified personnel to effectively and efficiently meet contractual requirements. The Contractor shall maintain program personnel for the maintenance and operation of the program and shall not terminate the services of experienced incumbent personnel without prior approval from the Government.

The following is the minimum staffing schedule required by PCA:

-	Zero (0) months Contract Start Date of total staffing level _____	60%
-	Three (3) months after Contract Start Date of total staffing level _____	75%
-	Four (4) months after Contract Start Date of total staffing level _____	80%
-	Six (6) months after Contract Start Date of total staffing level _____	90%

An additional monthly increase shall be required until a 100% staffing level is reached, or a staffing level as directed by the Contracting Officer or his designee, and in accordance with Article 2-10, Review of Manning, of this Exhibit H. The Contractor shall then maintain a minimum of 90% of the designated staffing level throughout the life of the Contract. Contractor personnel shall work side-by-side with the Government Saudi National personnel as a single integrated work force.

The Contractor shall fill all the required positions in accordance with Article 2-1-4 herein. He shall also establish the correct pricing and salaries required to recruit and retain qualified engineers and technicians with the education and experience to fill the position detailed in Volume IV (Position Descriptions).

If the Contractor fails to recruit the required manpower in accordance with the above staffing schedule in this article, the Government Representative shall have the right to exercise its rights in accordance with Exhibit B, Article 40, and Exhibit B, Article 77.



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Personnel Status: From past experience it has become clear to the Government that certain skills required under the Contract are difficult to obtain on the international labor market, and that personnel possessing such skills can only be induced to relocate if the benefit package offered to them includes the right to be accompanied by their families. Since all employees need a significant amount of time to become fully productive in a new working environment, a rapid turnover of key skilled personnel caused by inadequate benefits would impose unnecessary expense on the Government in terms both of time and money.

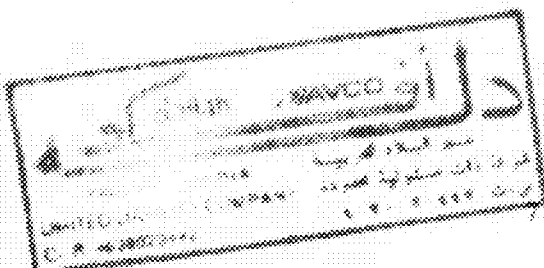
As referenced in Exhibit I, Manning Schedule, all positions in Levels 'A' through 'E' are Married Status and all positions in Levels 'F' through 'L' are Single Status. Married Status positions are also classified as either accompanied or unaccompanied.

Accordingly, the Contractor shall offer the benefits of married status to employees recruited for jobs identified in Exhibit I, Manning Schedule, as married status positions, to assure the stability of key elements of the work force, and to support the continuity of operations.

The Contractor shall provide benefits to married and single status employees in accordance with Exhibit D, Article 1-2-3-8, Employee Industrial Relations and Life Support Plan.

2-1-6

Verification of Qualifications: The Contractor shall, when submitting resume(s) of applicants for the approval of the Government, accompany the resume(s) with a statement to the effect that the Contractor has verified the accuracy of claims made in the resume(s) relating to experience and qualifications. The resume(s) shall include copies of technical, professional, academic, or other certificates, based on which, qualification determination was made. The Government may, at its discretion, request that the Contractor produce original documents pertaining to any applicant's qualifications upon arrival in Kingdom of the applicant. An exception to the provisions of this Article is made in the case of incumbent Contractor employees whose employment is proposed to be transferred to the Contractor.



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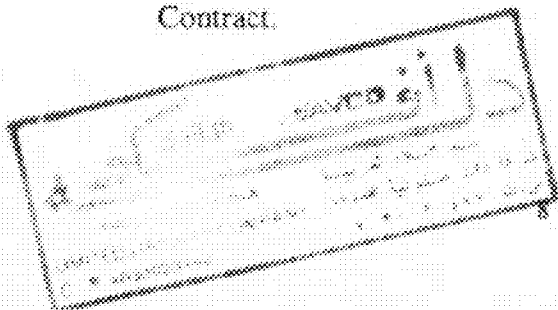
2-1-7 Personnel Orientation: The Contractor shall establish orientation programs in both its in-Kingdom and out-of-Kingdom recruitment offices. The purpose of the out-of-Kingdom programs shall be to ensure that employees are thoroughly briefed, prior to accepting an employment offer, as to their work responsibilities, benefits and other remuneration, the social and cultural conditions pertaining to employment in Saudi Arabia, and any other pertinent information. The in-Kingdom program shall provide employees with detailed information concerning such topics as Contractor personnel policy, Government rules, regulations, Orders and security measures, and any information peculiar to the employee's assigned work location. The Contractor shall also make available in- Kingdom and out-of-Kingdom orientation for an employee's dependents should the employee be entitled and intending to be accompanied by such dependents in Saudi Arabia during the period of his employment under the contract.

2-1-8 Recruitment Review and Assessment

The Government reserves the right:

- a) To monitor and review the Contractor's recruitment methods;
- b) To review Contractor employment applications, with particular emphasis on applications for management and engineering positions;
- c) To verify that experience of technical and supervisory applicants was acquired through association with Air Navigation Systems equal to or exceeding ICAO Standards.

2-1-8-1 The Government reserves the right to inspect all or any of the Contractor's records relating to applications and applicants for positions in Saudi Arabia under the Contract, and the Contractor agrees to make the said records immediately available at its own expense upon request of the Government. The Contractor understands that failure to make such records available to the Government may result in delays in Government approval of applicants without prejudice to the Government's rights under any other provisions of the Contract.

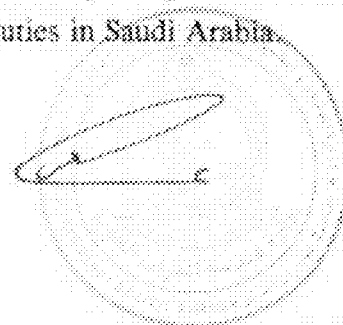
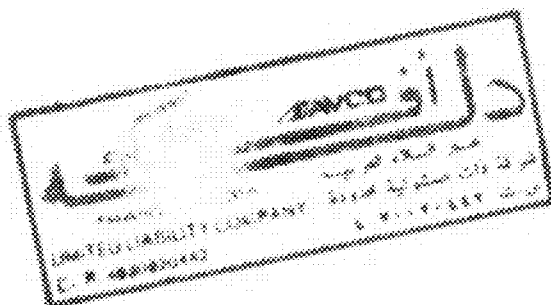


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- 2-1-8-2 The Government reserves the right to interview any applicant for a position in Saudi Arabia under the Contract as it deems necessary and at the expense of the Contractor.
- 2-1-8-3 The Contractor agrees to provide, at the Government's requests, documentary evidence of its recruitment methods, including status reports, rosters, advertising copy, orientation literature, recruitment sources, applicant screening procedures, and any other information relevant to the recruitment process as deemed necessary by the Government. Such evidence shall be provided at the Contractor's expense. The Contractor also agrees to respond to any request by the Government for an explanation of its reasons for any particular recruitment method or action, if in the opinion of the Government, such a method or action may have an unfavorable effect on the quality of manpower supplied through the Contract.
- 2-1-8-4 The Contractor agrees to provide the Government with career resumes of all applicants it proposes to recruit for positions in Saudi Arabia under the Contract. The Contractor shall also respond to any request by the Government for an explanation of its reasons for selecting any applicant or applicants.
- 2-1-8-5 Pre-Employment Medical Examination And History

Prior to the arrival of its personnel at the sites and facilities, the Contractor shall prepare, maintain, and make available to the Government Representative or his designee a record of the pre-employment medical examinations (to include AIDS and other contagious disease examinations) and medical history of each of its personnel. Such records of pre-employment medical examinations and medical histories shall be complete in all respects and shall indicate that the Contractor's personnel are in good general health and physically fit and capable of performing their duties in Saudi Arabia.



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If at any time the Government or the Government Representative or his designee determines that the Contractor's personnel are not physically capable of performing their duties or would endanger the health of others, the Contractor shall take such steps to immediately remove such personnel from the sites and facilities and to provide, at the Contractor's expense, adequate medical care and treatment.

In the event of an outbreak of illness of an epidemic nature, the Contractor shall comply with and execute such regulations, orders, and requirements as may be imposed by the Government or any appropriate authorities for the purpose of dealing with such illness.

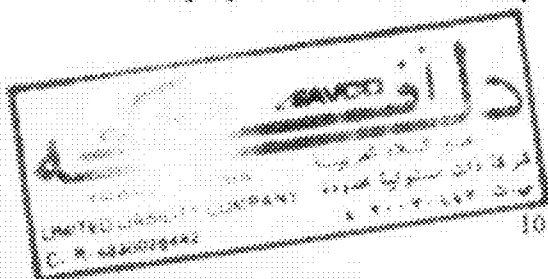
The Contractor shall take proper health precautions to protect its personnel and the public from such outbreak of illness.

2-2 Contractor Mobilization

Upon notification of Award of Contract, the Contractor shall immediately commence mobilization with the object of achieving the manning levels specified in Article 2-1-4 of this Exhibit H.

2-2-1 Employment Offers to Incumbent Contractor Man-Month Employees:

In order to avoid potential disruptions to the operational integrity of the systems and facilities which may result from the failure of the new Contractor (or existing Contractor if awarded the new Contract) to re-employ the existing work force in sufficient numbers, the Government reserves the right to direct the Contractor, if the Government finds it necessary, to employ certain personnel whose services the Government considers essential for the safe and effective operation of the Air Navigation System. The Contractor shall make its best effort to hire these employees, and shall make his employment offers to them immediately upon receipt of such direction. In the event that an employment offer to an incumbent Contractor man-month employee is not accepted by the incumbent employee, the Contractor shall solicit from the employee and immediately furnish to the Government statements signed

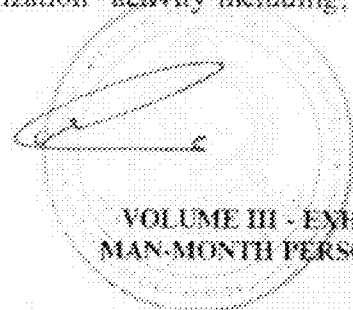
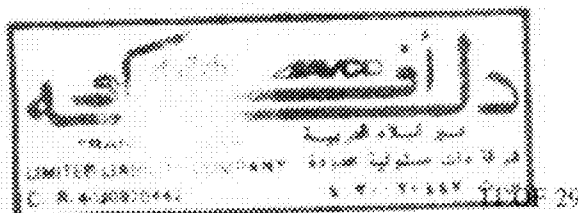


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both by the Contractor and by the employee setting forth the reason(s) for non-acceptance of the offer.

- 2-2-2 **Post-Award Orientation Conference:** Within two weeks of Award of Contract, the Government will, at its discretion, hold a Post-Award Orientation Conference with the Contractor. The conference will serve the following purposes:
- 2-2-2-1 To clarify, without prejudice, the terms and conditions of the Contract, and any areas of uncertainty on the part of the Contractor as to his responsibilities under the Contract;
- 2-2-2-2 To advise and assist the Contractor, without prejudice to contractual responsibilities, in the matter of entry visas and work permits for Contractor-furnished personnel;
- 2-2-2-3 To establish priorities for positions to be filled and encumbered by the end of the mobilization period, coinciding with the termination of the incumbent Contractor's responsibilities;
- 2-2-2-4 To establish priorities for site and location manning levels during the Phase-In period;
- 2-2-2-5 To coordinate site inspections by Contractor personnel during the Phase-In period;
- 2-2-2-6 To introduce Government personnel to key Contractor personnel.
- 2-2-3 **Mobilization Status Reports:** Within two weeks of the Award of Contract and at the end of each subsequent week thereafter for the first three (3) months of the Phase-In period, unless otherwise directed by the Government, the Contractor shall furnish to the Government three (3) copies of a weekly Mobilization Status Report. The report shall contain key information relating to the progress of the Contractor's mobilization activity including, but not limited to:-

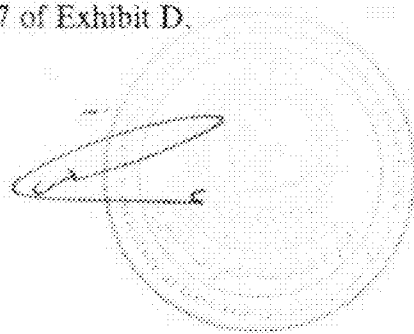
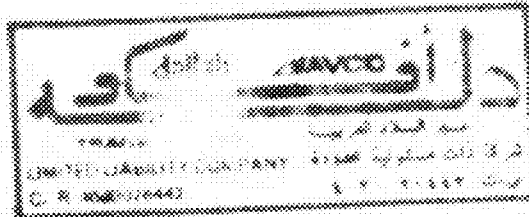


- 2-2-3-1 Incumbent personnel re-hire status;
- 2-2-3-2 Number of employment offers accepted;
- 2-2-3-3 Number of employment offers pending acceptance;
- 2-2-3-4 Number of employment offers rejected;
- 2-2-3-5 List of prospective employees awaiting Government approval;
- 2-2-3-6 Block visa/work permit status;
- 2-2-3-7 Significant mobilization problems and corrective action.

2-3 Employee Performance Evaluation

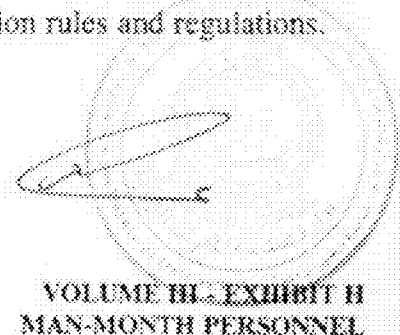
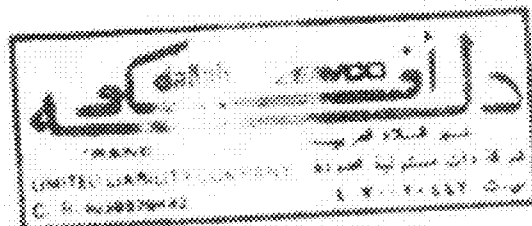
- 2-3-1 The Contractor shall develop and administer an Employee Probation procedure for its man-month personnel. Within thirty (30) days from the start date of the Contract the Contractor shall submit this procedure to the Government for approval. The employee probation period shall be for the initial ninety (90) days following the employee's first day on master payroll. During this probation period the employee will be under observation for his ability to perform in accordance with his position description. If during this period the Contracting Officer or his designee finds him unsuitable as regards his knowledge, ability, conduct or attitude, the Contractor will be required by the Government to terminate his services.

- 2-3-2 Performance Evaluation: The Contractor shall develop and administer an Annual Performance Evaluation policy and establish annual incentive procedures for incumbent personnel, so as to maintain the experienced manpower. Within thirty (30) days from the start of the Contract the Contractor shall submit this procedure to the Government for approval. The procedure shall provide for a minimum of one (1) annual written evaluation, and details of annual incentives to avoid a negative high turnover ratio of personnel, in accordance with Article 1-2-3-7 of Exhibit D.



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- 2-4 Proficiency Intensification In order to increase the proficiency of Contractor personnel in certain job skills, the Government agrees to provide the Contractor with the necessary training facilities and equipment required to conduct intensive in-country equipment proficiency orientation of qualified Contract personnel as necessary, and as per the instruction of the Government representative. In accordance with on-the-job experience, Contract personnel will be selected from manning positions shown in Exhibit I-Manning Schedule to participate in this intensive in-country orientation program.
- 2-5 Replacement of Personnel The Contractor may assign replacement personnel up to seven (7) calendar days prior to the last day worked by terminating Contractor personnel. Billings for the above overlap of personnel are permitted only when the monthly number of man-months billed does not exceed the negotiated monthly number of man-months in Exhibit C, Article 7, Schedule of Quantities and Prices. The Government may elect not to replace the terminating Contractor personnel. Upon receipt of such instruction, the Contractor shall place the applicable position on "hold" status, and shall make no attempt to recruit for the position until instructed otherwise by the Government. Upon the position being placed on "hold", the Contractor shall not include that position in determining its manning levels in accordance with Article 2-1-4 of this Exhibit H.
- 2-6 Unsatisfactory Performance by Contractor Personnel
- 2-6-1 Contractor personnel who are required by the Government to be certified as competent in accordance with Government certification program(s) shall, subject to the approval of the Contracting Officer or his designee, be terminated by the Contractor if found not to have met the Government's certification criteria. The Government will pay the cost of man-months up to the date of termination of such personnel, but will not bear any other cost. Contractor personnel who are required to be certified shall be capable of achieving such certification within ninety (90) days of date of assignment, or as otherwise specified under Government certification rules and regulations.



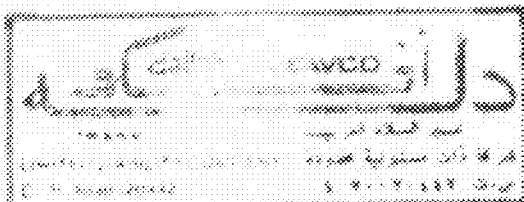
2-6-2 Notwithstanding the provisions of the foregoing Article 2-6-1 above, if at any time during their employment, Contractor personnel are found to be performing their duties in an unsatisfactory manner as regards their knowledge, ability, conduct or behavior, the Contracting Officer or his designee will investigate the matter in conjunction with the Contractor and with the assistance of other staff as necessary. If the investigation reveals that the incumbent was performing and/or conducting himself in an unsatisfactory manner, and disciplinary or remedial action will not remedy the situation, the Contractor will be directed to terminate him on the date to be decided by the Contracting Officer or his designee. The Government will pay the cost of man-months up to the date of his termination. The Government will not bear any other cost.

2-7 Termination for Violation of Law or Customs Contractor personnel are subject to termination for violation of the laws of the Kingdom, security regulations, religious or social customs of the Kingdom, whether or not convicted by a court of law. The direction concerning the employee will be given in writing by the Contracting Officer or his designee and the Contractor will be required to comply forthwith at no cost to the Government. The Contractor will be paid only the price of man-months provided.

2-8 Termination of Contractor Personnel by Contractor The Contractor has the obligation of determining mis-behavior, prejudicial conduct or violation of company policies by Contractor personnel and in such cases shall promptly inform the Contracting Officer or his designee in writing when it is the Contractor's intention to terminate the employee, stating the reason(s) therefor. Termination of such Contractor personnel for any reason must have the approval of the Contracting Officer or his designee and shall be without cost to the Government.

2-9 Personnel Unavailability

2-9-1 Abandonment of Position: If any Contractor employee performing services hereunder is unavailable to perform his duties for a period of ten (10) consecutive calendar days, other than for those periods compensated for in Articles 2-17 to 2-21 of this Exhibit H inclusive therein, the Contractor may remove the said individual from the Master Payroll effective the eleventh day



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VOLUME III - EXHIBIT H
MAN-MONTH PERSONNEL

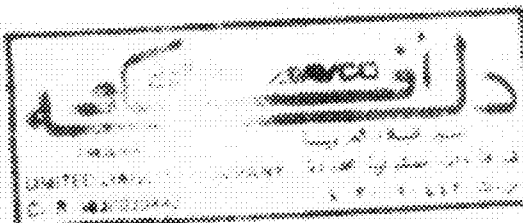
and initiate replacement. The Contractor shall inform the Government in writing, including relevant data to identify the employee, the position and the final termination date.

- 2-9-2 **Resignations:** Contractor personnel shall submit resignation letters to the Contractor, 30 days before resignation date with copies to the concerned Airways Engineering Department/Sector Head and to the Contracts and Finance Control Department. The Contractor shall inform the Government in writing, including relevant data to identify the employee, the position, the final termination date, and attach a copy of the employee-Contractor Termination Interview form, signed by both the employee and the authorized Contractor representative.

- 2-9-3 **Non-availability of Candidate Authorized for Hire:** The Contractor shall send a Non-availability letter to the Government for each Man-month authorized for hire by the Government, if the authorized candidate cannot be mobilized by the Contractor. This letter shall include relevant data to identify the candidate, the position, and the reason for his failure to mobilize. The Government shall not authorize any other candidate for the concerned position unless and until the Contractor submits the required Non-availability letter.

- 2-10 **Review of Manning** Recognizing that manning levels, skills and position descriptions may require adjustments, the Contracting Officer or his designee and the Contractor Program Director or his designee shall, each quarter or as necessary, jointly review Contractor Staffing Exhibit I, Manning Schedule and Volume IV, Position Description.

- 2-11 **Increases in Manning** In the event the foregoing agreement results in a requirement for additional Contractor personnel due to increased authorized manning in existing specialties, or the addition of new specialties, the Government representative may require the Contractor to increase the number of personnel within the same Contract Levels provided that the Contract billing rates shall not be increased. The resulting increase in authorized positions shall be subject to Articles 43 and 44 of the General Conditions set forth in Exhibit B. In the event such increased authorized manning results in a requirement for additional funds, the



VOLUME III - EXHIBIT H
MAN-MONTH PERSONNEL

the total number of Standard Work Week days which fall during the same Contract month.

Notwithstanding the foregoing, shift schedules which require employees to work fewer shift periods than the aforementioned monthly total of Standard Work Week days may only be implemented with the written approval of the Contracting Officer or his designee. In such instances the Contractor will be paid the full man-month rate for the applicable month.

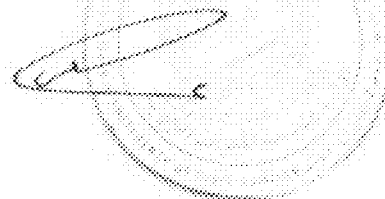
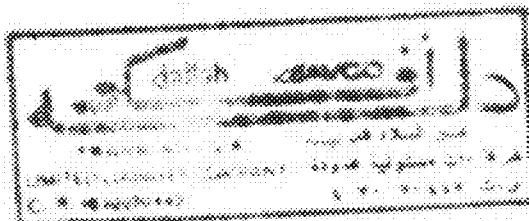
For the purpose of this Contract, a shift period is defined as a period of work not less than 8.0 hours in duration excluding lunch break, starting and ending on days or at times other than those specified in Article 2-13-1 above, and interrupted only by statutory work breaks.

- 2-13-4 **Overtime:** The Contractor shall calculate overtime payments in accordance with Saudi Labor Law.

Contractor personnel working the Standard Work Week specified in Article 2-13-1 above, shall be paid overtime for hours worked in excess of 8.0 hours per day (Saturday through Wednesday), for hours worked in excess of 4.0 hours on Thursday, and for hours worked on days other than Standard work days (Friday).

Contractor personnel working shifts shall be paid overtime for all hours worked in excess of 8.0 hours during a shift period, or in excess of forty-four (44) hours in a week (Saturday to Friday).

- 2-14 **Permanent Assignment Locations** Permanent assignment for Contractor personnel will be at one of the following locations: ABHA, DHAHRAN, JEDDAH, MADINA, RIYADH, TABUK or TAIF, or such other locations as may from time to time be determined to be permanent locations by the Government.

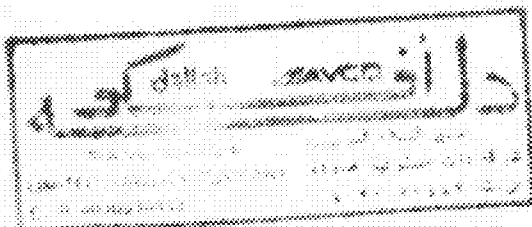


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2-15 Housing and Accommodation The Contractor shall be responsible for housing and accommodation requirements for Contractor personnel in accordance with the Council of Ministers Resolution No. 210, dated 18/10/1401H. The housing or accommodation shall be for the sole use of ANSS Program employees and shall, as much as possible, be confined to one area and/or compound, and located as close as is practical to the personnel location of work. It shall be of an acceptable standard of amenities and comfort, and comparable as a minimum to standards prevalent for similar categories of personnel in the country/countries of origin of the said personnel.

The Contractor's housing and accommodation proposal shall be incorporated within the Contractor's Program Plan (Article 1-2-3 of Exhibit D) under the Employee/Industrial Relations and Life Support Plan (Article 1-2-3-8 of Exhibit D) and shall include, but not be limited to the following: Residential accommodation shall be provided fully furnished. In addition to standard household furnishings, personnel shall be provided with (as a minimum), air conditioning, washer/dryer, refrigerator, oven/stove and television set. Communications, including international telephone facilities shall be provided. Recreational facilities shall be provided for use by personnel and their families. These shall include (as a minimum), swimming pool, children's playground, gymnasium, etc. Standard hospitality kit, shall be provided. Maintenance and refurbishment program services shall be provided, e.g. regular servicing of air-conditioning, ground keeping, repainting of accommodation as required, general repairs to all accommodation, facilities and amenities as required, water and power supply. The cost of all above-mentioned items shall be borne by the Contractor, without any costs (e.g. switchboard service charges except national and international calls, etc.), deducted from Contractor employees.

The Government shall have the right to inspect and approve the Contractor's proposed housing prior to the transfer of incumbent employees to the incoming Contractor's proposed housing. The Government representative may perform periodic inspections of Contractor-provided housing or accommodation. Any negative findings during the inspection process shall be brought to the attention of the Contractor to be corrected as soon as possible. If, at any time, the Contractor fails to correct deficiencies pointed out by the Government, the Government shall have the right to correct the deficiencies and deduct the cost of correction from monies due to the Contractor.



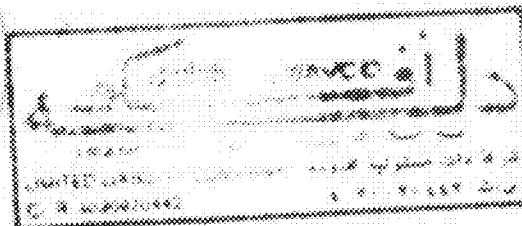
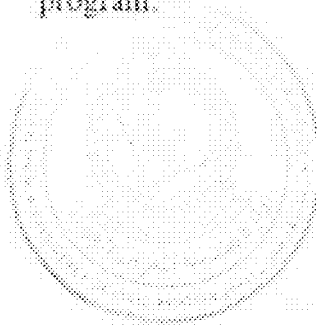
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VOLUME III - EXHIBIT B
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- 2-16 **Transportation** The Contractor shall be responsible for mobilization, demobilization, emergency and annual vacation air transportation to Home of Record for all Contractor personnel and their authorized dependents. The Contractor shall also be responsible for personal transportation for Contractor personnel between their accommodations and their work sites, which shall be so organized as to respond promptly to non-routine work transportation requirements of its personnel in addition to routine work requirements; this requirement has equal application for Contractor personnel assigned TDY at Sectors or Airports within the Kingdom. The Contractor shall also be responsible for medical transportation (routine and emergency).

As a minimum, all employees hired in Married Status positions, Levels 'A' through 'E', shall be provided with individual vehicles or transportation allowance in accordance with Contractor's policies. All employees hired in Single Status positions, Level 'F' through 'T', a group of 2 to 4 employees, shall be provided with one pool vehicles. All other employees shall avail Contractor provided mode of transportation. All vehicles to be provided must not be more than three (3) years of age.

In addition to the above requirements, the Contractor shall provide an adequate number of vehicles to transport personnel (including TDY personnel) between the accommodation/hotel and the Sector offices, and to cover personnel movements on a 24-hour basis, to meet the routine and emergency operational requirements of the program.

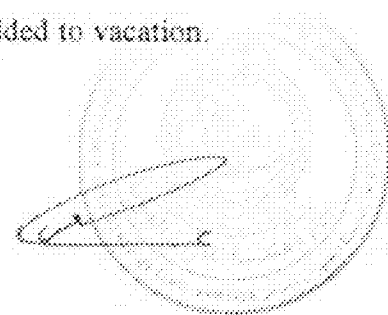
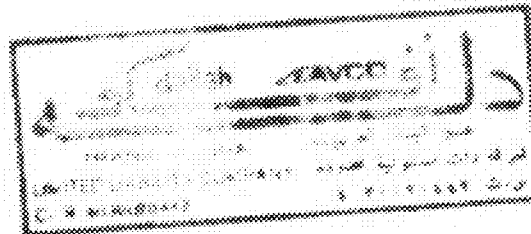


- 2-17 Holidays Contractor personnel will be allowed a total of ten (10) calendar days per year as paid holidays: Five (5) days for Ramadan Eid, and five (5) days for Haj.

If Contractor personnel are required to work during public holidays, the days worked may be added to vacations or reimbursed subject to the approval of the Government representative or his designee. Public holidays arising during vacation will not be counted as vacation days, and the vacation will be extended accordingly. Scheduling of such days will be at the discretion of the Government.

2-18 Sick Leave and Compassionate Leave

- 2-18-1 The Contractor will receive payment from the Government for sick leave actually taken by Contractor personnel, as per the applicable rules and regulations.
- 2-18-2 The Contractor will receive payment from the Government for compassionate leave actually taken by Contractor personnel due to serious illness or death in the immediate family, provided that such payments shall not exceed three (3) days annually for each such person. Days in excess of these will be considered leave without pay.
- 2-18-3 Notwithstanding the provisions of the preceding Articles 2-18-1 and 2-18-2, the Contractor will not receive payment for any combination of sick leave and compassionate leave taken by individual Contractor personnel that exceeds a total of twelve (12) days annually.
- 2-18-4 Sick leave and compassionate leave may not be added to vacation.

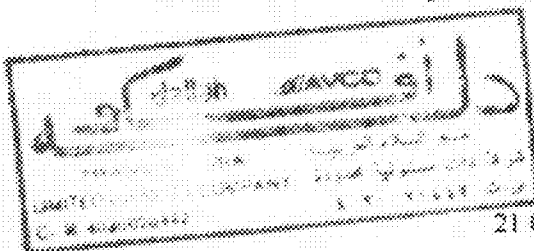


VOLUME III - EXHIBIT H
MAN-MONTH PERSONNEL

- 2-19 Vacations In addition to the Holidays specified in Article 2-17, Contractor personnel shall be allowed thirty (30) calendar days, including weekends, for each year worked on the Contract, accrued at the rate of two and one-half (2.5) days per month.
- 2-20 Scheduling of Vacation and Settlement of Unused Entitlements Vacations will be scheduled so as to minimize interference with the Government's operational requirements, and granted in accordance with the vacation schedule established by the Contractor. Vacation schedules must be approved by the appropriate Government representative. The Contractor shall not be reimbursed for any employees unused vacation leave entitlements, with the exception of essential/critical personnel who may not be permitted vacation as a result of operational requirements.
- 2-21 Unpaid Leave The Contractor may authorize its personnel leave of absence without pay under circumstances deemed appropriate by the Contractor, after approval by the Contracting Officer or his designee. The Contractor shall not be entitled to payment by the Government for days not worked by personnel through absence on unpaid leave.

3 SPECIAL COST SERVICES AND PROVISIONS

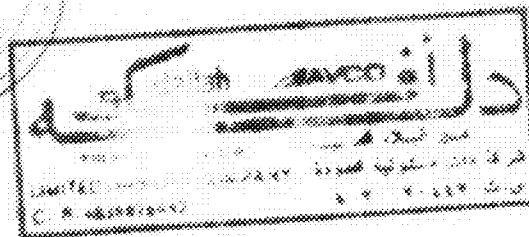
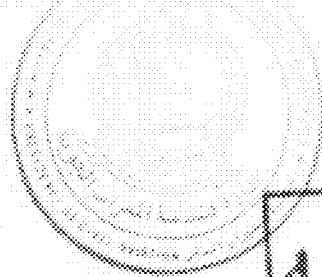
- 3-1 Introduction The Contractor, when authorized by the Contracting Officer or his designee in writing, shall provide the services listed and described in this Article 3 and shall be paid therefor. In all cases, the prior written approval of the Contracting Officer or his designee is mandatory before the Contractor incurs costs under this Article 3.
- 3-2 Overtime Any time worked by Contractor personnel in excess of the hours specified in Article 2-13 of this Exhibit H herein shall be considered overtime, and will require prior written requests by Contractor man-month personnel supervisors and final approval by the Contracting Officer or his designee. The Contractor shall be compensated for overtime at the negotiated rates specified in Exhibit C, Attachment D, Article 7-4, Schedule of Quantities and Prices, and may be paid from the man-month or special cost item, as per the instruction of the Government representative.



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- 3-3 Technical Support (Support Staff) The Contractor, upon request, will recruit support staff and will be reimbursed on a negotiated and established cost-plus-fee basis, and may be paid from man-month or special cost item, as per the instruction of the Government representative. These costs shall include, but not be limited to, salaries, allowances, and benefits which shall be determined by the Contractor and approved by the Contracting Officer or his designee. The written approval of the Government Representative or his designee is mandatory before the Contractor employs such support staff personnel, provided that hiring will be according to the support staff categories and salaries schedule mentioned in Volume I, Exhibit C, Article 7-6.
- 3-4 Engineering, Technical, and Other Advisors The Contractor shall, at the request of the Government, obtain special contract services, within the scope of but not otherwise covered by the Contract, of Engineering, Technical, and other Advisors. Requests for such services shall be processed and the Contractor will be reimbursed in accordance with procedures defined in Exhibit C, Article 3-1-2-4.
- 3-5 TDY and Factory Training When the Contractor is requested to assign certain Program personnel on TDY outside the Kingdom of Saudi Arabia, the Contractor shall be reimbursed for such TDY and training at the negotiated rates specified in Exhibit C, Article 7-3, Schedule of Quantities and Prices.
- 3-6 Additional Special Cost Items The Contractor may be requested to provide other Special Cost Items not listed above. The provision, and determination of cost, if any, of these services, shall be made in accordance with Articles 43 and 44 of Exhibit C, General Conditions.



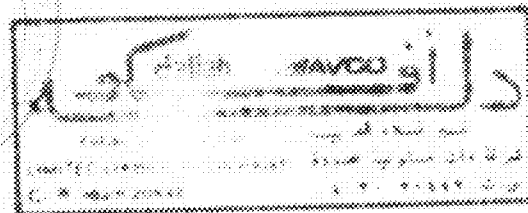
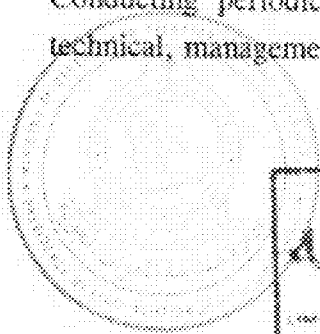
4 TECHNICAL AND SUPPORT MAN-MONTH SERVICES AND PROVISIONS

- 4-1 Program Management Airways Facilities Kingdom-wide management responsibility shall at all times rest with the Contracting Officer or his designee. The personnel furnished by the Contractor shall work in Saudi Arabia as an integrated element of PCA. The Contractor shall provide Program Management to direct, control, and administer the activities of Contractor personnel within the requirements of the contract, and according to the management direction, orders, rules and regulations of PCA. The Contractor, through the management skills of its management and supervisory personnel working at various levels of authority prescribed by PCA, shall be responsible for ensuring that the specified services are being satisfactorily performed by all Contractor personnel in accordance with the contract.

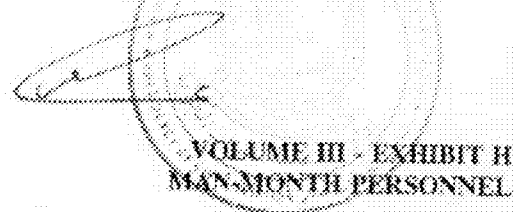
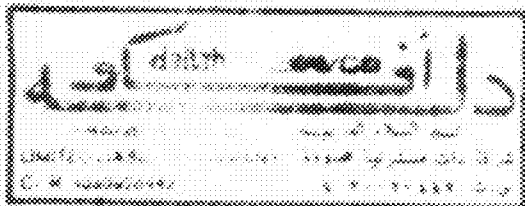
While Contractor personnel may under certain circumstances and/or at certain times be required by the Government to work under direct supervision of employees of the Government, such supervision, unless it specifically precludes the aforesaid personnel from performing services or carrying out duties in accordance with the Contract, shall in no way relieve the Contractor of his responsibility for the services performed or duties carried out by the aforesaid personnel.

- 4-2 Contractor Performance Evaluation The Contractor shall at its own expense maintain a Performance Evaluation Staff, consisting of qualified individuals experienced in management, technically cognizant and capable of evaluating and analyzing the Contractor's performance of the services specified in the Contract. The Contractor shall, through the Performance Evaluation Staff, be responsible for the following:-

- 4-2-1 Conducting periodic evaluations and quality control audits of the Contractor's technical, management and logistics performance.



- 4-2-2 Establishing, with the approval of the Government Representative or his designee, measurable targets and objectives to be achieved by the Contractor within a given period in support of each organizational element of PCA augmented by Contractor personnel.
- 4-2-3 Recommending to the Government Representative or his designee organizational and operational changes with the object of facilitating improvements in Contractor performance.
- 4-3 **Program Plan** Not later than ninety (90) days after the start date of the Contract, the Contractor shall submit five (5) copies of an updated Program Plan to the Government. The Program Plan shall be an updated version of the Program Plan submitted by the Contractor as part of his tender in accordance with Exhibit D, Management and Operations Plans. It shall incorporate all changes made to the Program Plan submitted with the Tender as a result of contract negotiation or at the direction of the Government, and shall include all procedures, policies and plans submitted to, approved and/or directed by the Government in accordance with the provisions of this Volume II, Statement of Work (SOW). Without prejudice to the foregoing, the Program Plan shall include but not be limited to the following information:-
- 4-3-1 All Contractor management positions including names and telephone numbers of the assigned management personnel.
- 4-3-2 Contractor organizational charts showing the Contractor's organization structure and its relationship with the parent organization(s). Lines of authority shall be clearly defined, along with functional responsibilities.
- 4-3-3 Tasks to be performed and basic administrative approach.
- 4-3-4 Update of the operations Phase-In Plan originally submitted in the tender as a part of the Program Plan shall be submitted within thirty (30) days after the award of the contract, as a separate document containing modifications resulting from contract negotiations and Government directions.



In the event that subsequent changes during the life of the Contract necessitate further updates to the Program Plan, the Contractor shall submit the said updates to the Government without delay.

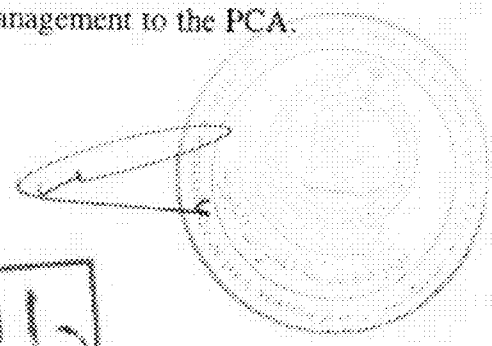
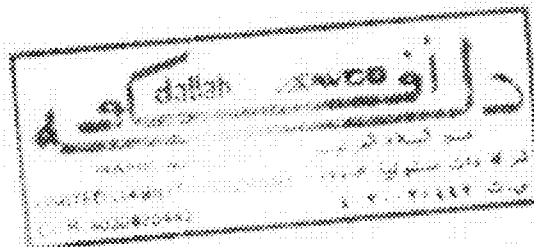
- 4-4 Contractor Management The Contractor shall establish and maintain throughout the life of the Contract, a Management Office in Jeddah, Saudi Arabia to direct, control, and administer the provision of services under the Contract.

To provide a consistent and equal opportunity employment to all Man-month, Support Staff and Ancillary Labor personnel including Contractor Management personnel, the Contractor must apply a unified policy for all categories of staff throughout the duration of the Contract.

All Contractor personnel hired to Contractor Management positions must be working solely for the ANSS Program.

Hiring and terminating the key personnel of the Contractor Management is subject to PCA approval.

Computation of potential cost covering Contractor Management Office shall be the Contractor's responsibilities. However, the Contractor, prior to the commencement of the Contract shall provide the cost data of the Contractor Management to the PCA.

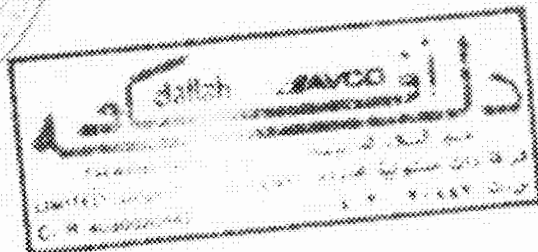
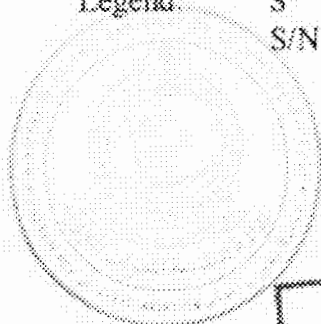


Along with other positions which shall be at Contractor's sound judgment and usual business practices, the Contractor as a minimum, shall have the positions in his Contractor Management Office according to the following table.

CONTRACTOR MANAGEMENT POSITIONS

Description	Hq Jeddah	Nat	Remarks
Project Manager	1	S	Key personnel
Asst Project Manager	1	S	Key personnel
Technical Coordinator (Electronic Engineer)	2	S	Key personnel
Housing & Trans Supvr	1	S	Key personnel
Logistics Supervisor (OKL/KL)	4	S	Key personnel
Finance Supervisor	1	S	Key personnel
PCA Support Liaison	10	S/N	Key personnel
Manpower Supervisor	1	S	Key personnel
Recruiter (OKL)	1	S/N	Key personnel
Recruiter (IKL)	1	S/N	Key personnel
TOTAL	23		

Legend: S = Saudi
S/N = Saudi or Non-Saudi



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In the event, the Contractor decide to provide the housing, transportation and recruiting and medical or any of the services via a sub-contractor, which may render some positions in the above table as not essential, the main Contractor, prior to the commencement of the Contract, shall provide to the PCA the entire cost of the Contractor management including the sub-contract cost (Ref: Exhibit B, Article 4).

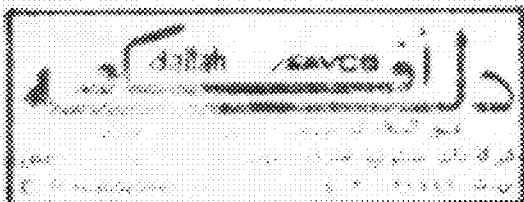
- 4-5 **Contractor Monthly Activity Report** A Contractor operational activity report shall be submitted monthly to the Contracting Officer or his designee. The report shall include: routine contract information; information on status of accomplishments, including a definition of the problems and corrective actions being taken; targets for the following month; man-month and financial status; and potential problems. The activity report for the month being reported shall be submitted on or before the 10th day of the following month.

4-6 **Progress Reviews**

- 4-6-1 **Quarterly Reviews:** Appropriate Government and Contractor representatives shall conduct progress reviews on a quarterly basis or as necessary as required by the Contracting Officer or his designee. The progress reviews will evaluate contractual and technical objectives, status of staffing, and work performance analyses in accordance with the provisions of Volume II, Statement of Work (SOW).

- 4-6-2 **Contractor Phase-Out Plan:** Not later than eighteen (18) months prior to the end of the Contract period, the Contractor shall submit to the Government for approval a Phase-Out Plan, containing detailed information as to how the Contractor proposes to administer the actions necessary to achieve a non-disruptive closure of the Contract. The topics addressed by the Contractor shall include but not be limited to manpower, finance, logistics and technical aspects, and shall be so designed as to assure the continuous uninterrupted provision of a high standard of Air Navigation System Support by the Contractor during the final months of the Contract period.

The Contractor shall subsequently update the Plan as a minimum no later than twelve (12) months and six (6) months prior to the end of the Contract period.



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MAN-MONTH PERSONNEL

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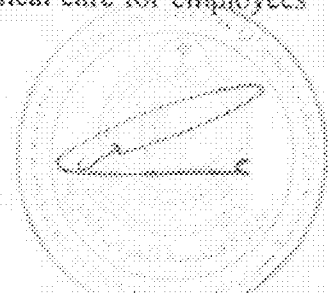
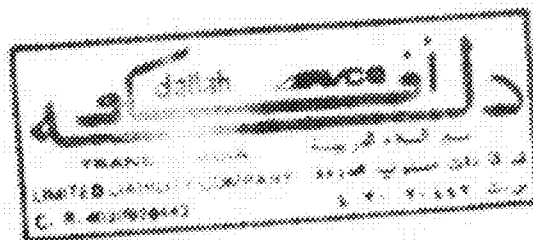
Correspondence Index: The Contractor shall furnish the Government with index of correspondence between the Government and the Contractor (in Arabic and English) on a quarterly basis or as otherwise required by the Contracting Officer or his designee.

The index shall provide as a minimum the date, reference number(s), subject or title, names of addresser and addressee, and description of attachments (if any) pertaining to all written notices, letters or memoranda submitted by the Contractor to the Government or by the Government to the Contractor during the applicable period.

5 CONTROL AND RESPONSIBILITY

Addendum to Exhibit B, Article 26, the Contractor shall also be solely responsible for all personnel engaged in the performance of this Contract, with regard to the following:

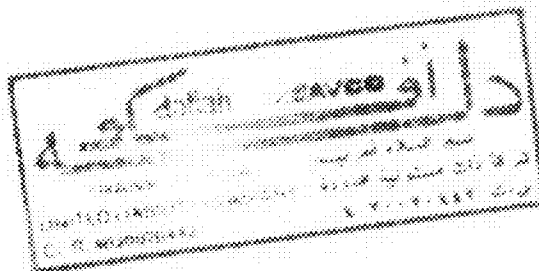
- a) Salaries, overtime, and allowances.
- b) Payment, without limitation, to: Saudi Social Insurance, including Workman's Compensation (G.O.S.I.), personal liability and travel insurance, general and comprehensive liability.
- c) Pre-Employment Medical Expense; mobilization travel from Home of Record, for the employee and his authorized dependents; dependent education; annual leave transportation expense, at economy excursion (2 months), for the employee and his authorized dependents; demobilization travel, to Home of Record, for the employee and his authorized dependents.
- d) Furnished housing, or appropriate allowance; private vehicles (Level 'A' thru 'E'), or appropriate allowance; full comprehensive medical care for employees and their authorized dependents.



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- e) All cost in connection with employees driving license and its renewal; employees iqama; passport; exit/re-entry visas; travel documents; certification from Chamber of Commerce; Letter of No Objection, and all other work related items.

The Contractor shall, at its own expense, make payment or provision in respect of its contractual responsibilities referred to in this Article, and in no way deduct the cost thereof from any monies due or which may become due to the Contractor personnel.



المملكة العربية السعودية
وزارة الدفاع والطيران
رئاسة الطيران المدني
ادارة هندسة الممرات الجوية

عقد رئاسة الطيران المدني ٩٧-٢٠
لدعم وتشغيل وصيانة نظام الملاحة الجوية هـ
المجلد ٣ - النسخة الانجليزية
مجال الخدمات



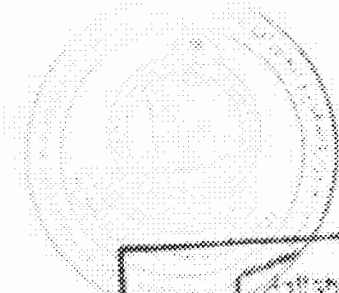
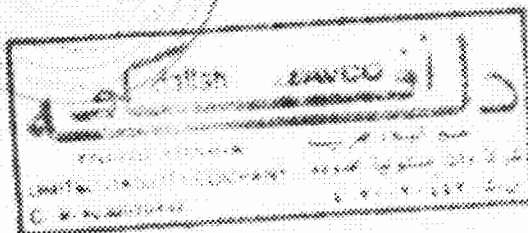
CONTRACT NO. PCA-AE-97-020
FOR
OPERATIONS AND MAINTENANCE
OF THE
AIR NAVIGATION SYSTEM SUPPORT (ANSS-V) PROGRAM
VOLUME III - ENGLISH
SCOPE OF SERVICES

THE KINGDOM OF SAUDI ARABIA
Ministry of Defence and Aviation
Presidency of Civil Aviation
Airways Engineering Directorate

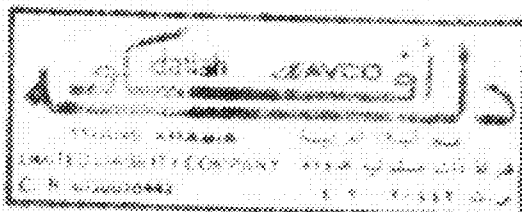
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EXHIBIT I - MANNING SCHEDULE**

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<u>ARTICLE</u>	<u>TABLE</u>	<u>TITLE</u>
1	1-1	MANNING SCHEDULE DESCRIPTION
	2-1	DEPARTMENT LEGEND
	2-2	POSITION NOS. 0101 THRU 0115
	2-3	POSITION NOS. 0201 THRU 0218
	2-4	POSITION NOS. 0219 THRU 0313
	2-5	POSITION NOS. 0314 THRU 0401
	2-6	POSITION NOS. 0402 THRU 0418
	2-7	POSITION NOS. 0501 THRU 0514
	2-8	POSITION NOS. 0601 THRU 0703
	2-9	POSITION NOS. 0704 THRU 0805
	2-10	POSITION NOS. 0806 THRU 0905
	2-11	POSITION NOS. 0906 THRU 0924
	2-12	POSITION NOS. 0925 THRU 1007
	2-13	POSITION NOS. 1008 THRU 1027
	2-14	POSITION NOS. 1100 THRU 1116
	2-15	POSITION NOS. 1200 THRU 1204

VOLUME - III - MAN-MONTH PERSONNEL			
EXHIBIT I - MANNING SCHEDULE			
MANNING SCHEDULE			
TABLE 1 - 1			
1	2	3	4
LVL	DESCRIPTION	STATUS	AREA OF RECRUITMENT
A	Technical Assistants, Managers, Department/ Sector Technical Managers; Snr. Navalds; Engineers	M	AB
B	Senior Certified Engineers, Technical Sector Supervisors, Navalds Training Specialists	M	AB
C	Engineering Supervisors, Senior Supervisory Staff, Senior Specialist	M	AB
D	Engineering, Supervisory, Specialist Staff	M	AB
E	Technical Instructors, Electronic Engineers	M	AB
F	Certified Electronic Instructors, System Maintenance Engineers	S	AB
G	Senior Electronics Technicians, English Language Instructors, Non-Technical Specialists	S	AB
H	Electronic Maintenance Technicians 'A'; Senior Facility Technicians, Non-Technical Specialists, and Equivalent	S	AB
I	Facilities Technicians 'A', Electronics Technicians 'B' Support Supervisory/Specialist and Equivalent	S	AB
J	Electronics Maintenance Technician 'B', Support Specialist and Equivalent	S	ABCD
K	Technical Data Support, Facilities Technician 'B', and Equivalent	S	ABCD
L	Facilities Support and Equivalent	S	ABCD
COLUMN 1 = Manning Level		COLUMN 4 = Area of Recruitment	
COLUMN 2 = Level Description		A = Saudi Nationals & Residents	
COLUMN 3 = Status		of Saudi Arabia (Must possess	
M = Married Status		Western qualifications &	
S = Single Status		Experience)	
		B = North America & Western Eur	
		C = Middle East Countries	
		D = Asia	



VOLUME III - EXHIBIT I
MANNING SCHEDULE

**VOLUME III
SCOPE OF SERVICES
EXHIBIT I - MANNING SCHEDULE**

TABLE 2-1

LEGEND:

CFC	-	CONTRACTS & FINANCE CONTROL
AED	-	AIRWAYS ENGINEERING DIRECTORATE
LOG	-	LOGISTICS DEPARTMENT
PRD	-	PROPERTY & RECEIVING DEPARTMENT
SED	-	SYSTEMS ENGINEERING DIVISION
TPD	-	TECHNICAL PUBLICATIONS DEPARTMENT
MPD	-	MANPOWER DEVELOPMENT
MED	-	MAINTENANCE ENGINEERING DIVISION
DEB	-	DEPOT ENGINEERING BRANCH
MOB	-	MAINTENANCE OPERATION BRANCH
ABH	-	ABHA AIRWAY FACILITIES SECTOR (AFS)
DHA	-	DHAHRAN AIRWAY FACILITIES SECTOR (AFS)
JED	-	JEDDAH AIRWAY FACILITIES SECTOR (AFS)
MAD	-	MADINAH AIRWAY FACILITIES SECTOR (AFS)
RIY	-	RIYADH AIRWAY FACILITIES SECTOR (AFS)
TAB	-	TABUK AIRWAY FACILITIES SECTOR (AFS)
TIF	-	TAIF AIRWAY FACILITIES SECTOR (AFS)



TABLE 2 - 2

																			MED									
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL									
0100	LEVEL 'A'					-																						
0101	MANAGER, COMMUNICATIONS ENG'G. BRANC	TECH					1												1									
0102	MANAGER, AUTOMATION ENG'G BR.	TECH					1												1									
0103	TECH MANAGER, COMMS ENG'G BR.	TECH					1												1									
0104	TECH MANAGER, NAVAIDS ENGINEERING BR.	TECH					1												1									
0105	TECH SECTOR MANAGER	TECH											1	1		1			3									
0106	MANAGER, MAINT ENGINEERING (TECH)	TECH									2								2									
0107	MANAGER, DEPOT ENGINEERING BRANCH	TECH								1									1									
0108	PCA TECHNICAL COORDINATOR	ADM		2															2									
0109	LEGAL ADVISOR	ADM		1															1									
0110	SNR. RADAR ENGINEER (INSTALL)	TECH									1								1									
0111	MANAGER, TECHNICAL PUBLICATIONS	TECH						1											1									
0112	MANAGER, CONTRACTS & FINANCE CONTROL	ADM	1																1									
0113	MANAGER, PROGRAM COORDINATION	ADM	1																1									
0114	MANAGER, TECHNICAL TRANSLATION	ADM		1															1									
0115	MANAGER, LOGISTICS	TECH			1														1									
SUB-TOTAL LEVEL 'A'			2	4	1	0	4	1	0	1	3	0	1	1	0	1	0	0	18									



TABLE 2 - 3

																			MED							
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRO	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL							
0200	LEVEL 'B'																									
0201	SNR COMMS ENGINEER (EMI)	TECH					1												1							
0202	SNR. HARDWARE ENGINEER	TECH					1												1							
0203	NAVAIDS SPECIALIST	TECH											1						1							
0204	SNR. COMMS MAINTENANCE ENGINEER	TECH									1								1							
0205	SNR. DATA SYSTEMS ENGINEER	TECH									1								1							
0206	SNR. ELEC/MECH MAINT ENGINEER	TECH									1								1							
0207	SNR. CIVIL ENGINEER	TECH					1												1							
0208	SNR. NAVAIDS MAINTENANCE ENGINEER	TECH									2								2							
0209	SNR. PLANNING ENGINEER	TECH					1												1							
0210	SNR. DATA SYSTEMS SPEC	TECH							1					1					2							
0211	TECHNICAL SECTOR SUPERVISOR	TECH										1			1		1	1	4							
0212	SNR. NAVAIDS SYSTEMS ENGINEER	TECH					1												1							
0213	SNR. AUTOMATION ENGINEER	TECH					1												1							
0214	SNR. COMMUNICATIONS ENGINEER	TECH					1												1							
0215	SNR. RADAR ENGINEER	TECH					1												1							
0216	SNR. ENVIRONMENTAL ENGINEER	TECH					1												1							
0217	ADMIN COORDINATOR (OFFICE)	ADM					1		1										2							
0218	SNR. PROGRAM/ANALYST (KALA)	TECH					1												1							



VOLUME III - EXHIBIT I
MANNING SCHEDULE

TABLE 2 - 4

PSN #	ORGANIZATIONAL ELEMENT	TECH	MED																TOTAL
			CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	
0219	SNR. PROGRAM/ANALYST (KFIA)	TECH					1												1
0220	SNR. PROGRAM/ANALYST (KKIA)	TECH					1												1
	SUB-TOTAL LEVEL 'B'		0	0	0	0	13	0	2	0	5	1	1	1	1	0	1	1	26
0300	LEVEL 'C'																		
0301	SYSTEM ENGINEER	TECH					1												1
0302	NAVAIDS SPECIALIST	TECH					1												1
0303	SUPERVISOR, LOGISTICS OPERATIONS	TECH			2														2
0304	PLANNING & QUAL ASSUR SUPERVISOR	TECH							1										1
0305	DEPOT ELECTRONIC MAINT SUPERVISOR	TECH								1									1
0306	PMEL SUPERVISOR	TECH								1									1
0307	COMMUNICATIONS MAINT ENGINEER	TECH									3								3
0308	DATA SYSTEMS ENGINEER (HARDWARE)	TECH									1		1			1			3
0309	DATA SYSTEMS ENGINEER (SOFTWARE)	TECH									1		1			1			3
0310	NAVAIDS MAINT ENGINEER	TECH									4								4
0311	OPERATIONS SPECIALIST	TECH									1								1
0312	RADAR MAINT ENGINEER	TECH									1		1			1			3
0313	COMMUNICATIONS ENGINEER (SYSTEMS)	TECH					1												1

TABLE 2 - 5

																			MED							
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL							
0314	DATA/COMMUNICATIONS ENGINEER	TECH					1												1							
0315	NAVAIDS ENGINEER (INSTALL)	TECH					2												2							
0316	RADAR ENGINEER	TECH					1												1							
0317	SNR. FAC MAINTENANCE ENGINEER	TECH									1								1							
0318	SNR. DSS/PROGRAMMER (AMS)	TECH					1												1							
0319	SNR. DSS/PROGRAMMER (KAIA SYS)	TECH					1												1							
0320	SNR. DSS/PROGRAMMER (KFIA SYS)	TECH					1												1							
0321	SNR. DSS PROGRAMMER (KKIA SYS)	TECH					1												1							
0322	NAVAIDS SYSTEMS ENGINEER	TECH					1												1							
0323	UPS ENGINEER	TECH					1												1							
0324	CIVIL ENGINEER	TECH					1												1							
0325	SNR. AUDITOR, FINANCE CONTROL	ADM	1																1							
0326	SNR. ELECTRICAL ENGINEER	TECH					1												1							
0327	COMMUNICATIONS ENGINEER	TECH									1								1							
SUB-TOTAL LEVEL 'C'			1	0	2	0	15	0	1	2	13	0	3	0	0	3	0	0	40							
0400	LEVEL 'D'																									
0401	GOVT PROPERTY CERT SPEC	TECH					1												1							

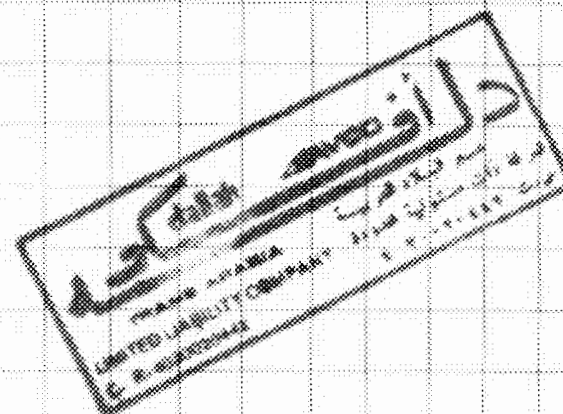


TABLE 2 - 6

																			MED					
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL					
0402	SNR. CERT/OJT SPECIALIST	TECH							1										1					
0403	SNR. CONTRACTS SPECIALIST	ADM	2																2					
0404	DATA PROCESSING SUPERVISOR	TECH								3									3					
0405	ELEC/MECH MAINTENANCE ENGINEER	TECH									3								3					
0406	COMMUNICATIONS SUPERVISOR	TECH							1				1	1					3					
0407	NAVAIDS SUPERVISOR	TECH											1	1		1			3					
0408	RADAR SUPERVISOR	TECH											1	1		1			3					
0409	ANALYST/PROGRAMMER NAT II LIS	TECH					1												1					
0410	DSS/PROGRAMMER (KAIA SYS)	TECH					1												1					
0411	DSS/PROGRAMMER (KFIA SYS)	TECH					1												1					
0412	DSS/PROGRAMMER CORAL/AMSS	TECH					1												1					
0413	DSS/PROG VAX/RTL2/PHILIPS	TECH					1												1					
0414	PLANNING ENGINEER	TECH					1												1					
0415	AUTOMATION ENGINEER	TECH					2												2					
0416	LOGISTICS COORDINATOR	TECH			1														1					
0417	CONTRACT MANNING SPECIALIST	ADM	1																1					
0418	FINANCE CONTROL SUPERVISOR	ADM	1																1					
SUB-TOTAL LEVEL 'D'			4	0	1	1	8	0	2	3	3	0	3	3	0	2	0	0	30					



TABLE 2 - 7

PSN #	ORGANIZATIONAL ELEMENT		MED																TOTAL
			CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	
0500	LEVEL 'E'																		
0501	TECH CONTRACT WRITER	ADM	1																1
0502	SNR. ELEC/ENGLISH INSTRUCTOR	TECH							1										1
0503	OFFICE ADMINISTRATOR	ADM				2			1										3
0504	ELECTRICAL ENGINEER	TECH								2									2
0505	RECEIVING SUPERVISOR	TECH				1													1
0506	SNR. STORES ANALYST	TECH				1													1
0507	DEPOT ELECTRO/MECH SUPERVISOR	TECH								1									1
0508	EXECUTIVE OFFICE ADMIN (AED/CIVIL)	ADM		2															2
0509	COMMUNICATIONS INSTRUCTOR	TECH							1										1
0510	SNR SYS MAINT ENGINEER	TECH											1	3			1		5
0511	DATA INSTRUCTOR	TECH							2										2
0512	RADAR INSTRUCTOR	TECH							2										2
0513	CONFIGURATION SPECIALIST	TECH					1												1
0514	PCA CONTRACTS COORDINATOR	ADM		1															1
SUB-TOTAL 'E'			1	3	0	4	1	0	7	3	0	0	1	3	0	1	0	0	24

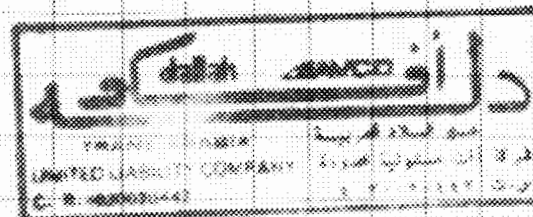
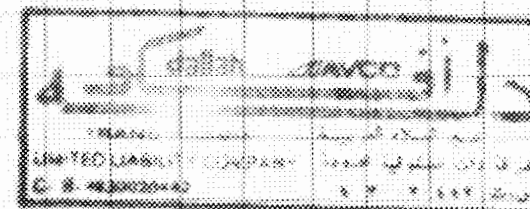


TABLE 2 - 8

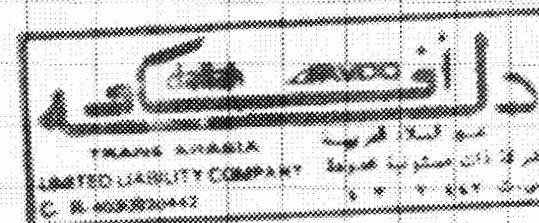
PSN #	ORGANIZATIONAL ELEMENT		MED																TOTAL
			CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	
0600	LEVEL 'F'																		
0601	PROPERTY & MANAGEMENT SUPVR	TECH			1														1
0602	BILLING EXAMINER	ADM	1																1
0603	SNR DATA PROC TECH	TECH								1									1
0604	CURRICULUM DEVELOPMENT SPEC	TECH							1										1
0605	MAINTENANCE CONTROL SUPERVISOR	TECH									2								2
0606	FIELD MAINTENANCE SUPERVISOR	TECH									5								5
0607	SYSTEM MAINT ENGINEER	TECH											4	3		3			10
0608	ASST. CONFIGURATION SPECIALIST	TECH					1												1
0609	ADMIN AFFAIRS (TICKETING)	ADM		1															1
0610	ADMIN AFFAIRS SECRETARIAL	ADM																1	1
0611	RADAR ENGINEER (RE)	TECH					1												1
	SUB-TOTAL LEVEL 'F'		1	1	1	0	2	0	1	1	7	0	4	3	0	3	0	1	25
0700	LEVEL 'G'																		
0701	EXECUTIVE SECRETARY	ADM	1				1												2
0702	COMPUTER OPERATOR (ARABIC)	ADM	1																1
0703	PCA/AE BUDGET COORDINATOR	ADM		2															2



VOLUME III - EXHIBIT I
MANNING SCHEDULE

TABLE 2 - 9

PSN #	ORGANIZATIONAL ELEMENT		MED																TOTAL
			CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	
0704	D.G. SECRETARY (ARABIC)	ADM		1															1
0705	DRAFT/GRAPHIC SUPERVISOR	TECH						1											1
0706	ELECTRONIC TECHNICIAN	TECH								1									1
0707	ENGLISH LANGUAGE INSTRUCTOR	TECH							3										3
0708	SNR COMMUNICATIONS TECH	TECH								5			2	1	1	1		1	11
0709	DATA PROCESSING TECH (GEN)	TECH								2			2	1		1			6
0710	SNR NAVAIDS TECH	TECH								6			2	2	2	1	1	2	16
0711	SNR RADAR TECHNICIAN	TECH								1			2	3		1			7
0712	SNR PMEL TECHNICIAN	TECH								2									2
0713	DATA/DOCUMENT TECHNICIAN	ADM								1									1
	SUB-TOTAL LEVEL 'G'		2	3	0	0	1	1	3	18	0	0	8	7	3	4	1	3	54
0800	LEVEL 'H'																		
0801	ADMIN PROJECT COORD (TECH)	TECH			1														1
0802	PRINTING/REPRODUCTION SUPERVISOR	TECH						1											1
0803	COMMUNICATIONS MAINT TECH 'A'	TECH								3		1	3	2	2	2	1	1	15
0804	DATA PROCESSING TECH 'A'	TECH								2			2	3		3			10
0805	NAVAIDS MAINTENANCE TECH 'A'	TECH								2		2	2	2	1	2	1	1	13



VOLUME III - EXHIBIT I
MANNING SCHEDULE

																			MED									
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL									
0806	RADAR MAINTENANCE TECH 'A'	TECH								1			2	1		1			5									
0807	PMEL TECHNICIAN 'A'	TECH								2									2									
0808	SNR. AUTOMOTIVE TECHNICIAN	TECH								1									1									
0809	SNR. EQUIP COOLING TECHNICIAN	TECH								2									2									
0810	SNR. POWER GENERATION TECHNICIAN	TECH								2			1						3									
0811	ELECTRO/MECHANICAL SUPERVISOR	TECH										1	1	1	1	1	1	1	7									
0812	LOGISTICS SUPERVISOR	TECH								1		1	1	1	1	1	1	1	8									
0813	CONTRACT COORDINATOR	ADM		1															1									
0814	EXPEDITOR	ADM		1															1									
0815	AIRPORTS ADMIN SUPERVISOR	ADM									1								1									
	SUB-TOTAL LEVEL 'H'		0	2	1	0	0	1	0	16	1	5	12	10	5	10	4	4	71									
0900	LEVEL 'I'																											
0901	TECHNICAL TRANSLATOR	TECH							1										1									
0902	COST ANALYST	ADM	2																2									
0903	PC/WORD PROCESSOR	ADM									1								1									
0904	DOC/RECORD CONTROLLER (ARCHIVE)	ADM	1																1									
0905	SNR DOCUMENT SPECIALIST	ADM								1	1								2									

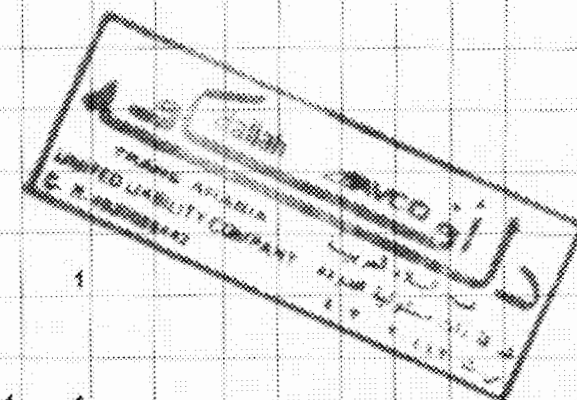


TABLE 2 - 11

																			MED	
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL	
0906	SNR TECH ILLUSTRATOR	TECH						1											1	
0907	ADP SYS DESIGN SPEC	TECH				1													1	
0908	LOCAL PURCHASING SUPERVISOR	ADM			1														1	
0909	STORAGE/ISSUE SUPERVISOR	ADM			1														1	
0910	DRAFTING/GRAPHIC SPECIALIST	TECH						1											1	
0911	TRANSLATOR	TECH		1				1											1	
0912	SECRETARY	ADM		2					1		1			1		1			6	
0913	SNR PRINT/REPRO TECH	TECH						1											1	
0914	LAN OPERATOR	ADM								1									1	
0915	SUPPORT SUPERVISOR	ADM							1										1	
0916	SNR. COMPUTER PROGRAM SPEC	ADM			1														1	
0917	COMMS TECH 'B'	TECH								4			2		2	2	1	1	12	
0918	NAVAIDS TECH 'B'	TECH								1		3	2		3	2	2	1	14	
0919	RADAR TECH 'B'	TECH								1			3						4	
0920	PMEL TECH 'B'	TECH								1									1	
0921	SHEET METAL FAB SPEC	TECH								1									1	
0922	AUTOMOTIVE TECH (GEN)	TECH								1									1	
0923	EQUIP COOL TECH (GEN)	TECH								2									2	
0924	POWER GEN TECH (GEN)	TECH								2									2	

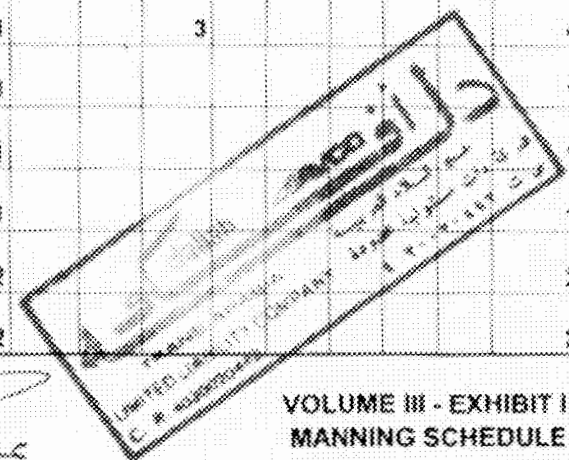
VOLUME III - EXHIBIT I
MANNING SCHEDULE

TABLE 2 - 12

														MED						
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL	
0925	FAC TECH 'A'	TECH								1	2								3	
0926	LOGISTICS ASSISTANT	ADM												2					2	
0927	MAINT CONTROLLER 'A'	TECH									3								3	
0928	COMPUTER OPERATOR	ADM					2												2	
0929	LOGISTICS ISSUE SUPERVISOR	TECH			2														2	
0930	ADMIN SUPERVISOR	ADM														1			1	
0931	PROCUREMENT SPECIALIST	TECH														1			1	
0932	SUPERVISOR, CORROSION TEAM	TECH									1								1	
	SUB-TOTAL LEVEL 'I'		3	3	5	1	2	3	3	16	9	3	7	3	5	7	3	2	75	
1000	LEVEL 'J'																			
1001	COMPUTER PROGRAM SPEC	ADM						1											1	
1002	SNR. ARABIC/ENGLISH SECRETARY	ADM							1										1	
1003	COMPUTER OPERATOR/TECH RESEARCH	TECH			2														2	
1004	COORDINATOR, INT'L PURCHASING	ADM			1														1	
1005	LOGISTICS STOREKEEPER	ADM											1			1	1		3	
1006	PERSONNEL SPECIALIST	ADM	1																1	
1007	STORES LEADMAN	ADM			1														1	



TABLE 2 - 13

															MED									
PSN #	ORGANIZATIONAL ELEMENT		CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	TOTAL					
1008	DATA TECH (ADMIN)	ADM		1			2		2	1									6					
1009	SECTOR MAINTENANCE LIAISON	ADM			1														1					
1010	JNR PRINT/REPRO TECH	TECH						1											1					
1011	ADMIN OFFICES CLERK	ADM														1			1					
1012	DATA ENTRY TECH (ENG/ARABIC)	ADM									1								1					
1013	COMMS MAINT TECH 'B'	TECH								2			2	2	1		1	1	9					
1014	DATA PROC TECH 'B'	TECH					1						1	1		1			4					
1015	NAVAIDS MAINT TECH 'B'	TECH								2				1		2		2	7					
1016	RADAR MAINT TECH 'B'	TECH											2			1			3					
1017	ADMIN TECH	ADM								1									1					
1018	MAINT CONTROLLER 'B'	TECH									4								4					
1019	DRAFTSMAN	TECH					2												2					
1020	SNR DATA ENTRY TECH (ARABIC)	ADM					1												1					
1021	SNR LAN WORKSTATION SPEC	ADM					1												1					
1022	ELECTRICIAN	TECH								2									2					
1023	OFFICE SECRETARY	ADM				1													1					
1024	POWER TECHNICIAN	TECH								1									1					
1025	FOREMAN (CIVIL)	TECH					1												1					
1026	TECH MATERIAL ASSISTANT	TECH			1														1					



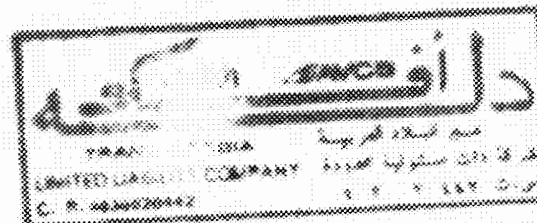
VOLUME III - EXHIBIT I
MANNING SCHEDULE

TABLE 2 - 14

PSN #	ORGANIZATIONAL ELEMENT		MED																TOTAL
			CFC	AED	LOG	PRO	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIE	
1027	DOCUMENT SPECIALIST	ADM				1					1								1
	SUB-TOTAL LEVEL 'J'		1	1	6	1	8	2	3	9	6	0	6	4	1	6	1	4	59
1100	LEVEL 'K'																		
1101	SNR. DATA ENTRY TECH	ADM				1	1		3		2		1	1		2			11
1102	SECRETARY (MAIN OFFICE)	ADM								1					1				2
1103	ELECTRICIAN (AUTO)	TECH								1									1
1104	SNR. DOCUMENT CONTROL SPEC	ADM					1												1
1105	INVENTORY MANAGEMENT SPEC	ADM			1	1													2
1106	SNR MATERIAL CONTROL SPEC	ADM				1													1
1107	MATERIAL SPECIALIST	ADM								2									2
1108	FAC TECH (CARPENTRY)	TECH								2	1	1	1	1	1	1	1	1	10
1109	FAC TECH (MASON)	TECH								2		1	1		1	1	1	1	8
1110	FAC TECH 'B'	TECH					1			2	2								5
1111	FAC TECH (ELECT)	TECH								3				1					4
1112	FAC TECH (PLUMBING)	TECH								2									2
1113	AUTOMOTIVE TECH 'B'	TECH								2		1	1		1	1	1	1	8
1114	EQUIP COOL TECH 'B'	TECH								1		3	2	1	1	2	2	1	13
1115	DATA ENTRY TECH (ARABIC)	ADM		1															1

VOLUME III - EXHIBIT I
MANNING SCHEDULE

PSN #	ORGANIZATIONAL ELEMENT	TECH	MED																TOTAL
			CFC	AED	LOG	PRD	SED	TPD	MPD	DEB	MOB	ABH	DHA	JED	MAD	RIY	TAB	TIF	
1116	POWER GEN TECH 'B'	TECH								1		3	2	1	2	3	3	2	17
	SUB-TOTAL LEVEL 'K'		0	1	1	3	3	0	3	19	5	9	8	5	7	10	8	6	88
1200	LEVEL 'L'																		
1201	DATA ENTRY TECH	ADM							3	1			1	2	1	1	1	1	11
1202	JNR. FACILITIES TECH	TECH									4								4
1203	MATERIAL CONTROL ASST	ADM										1	1	1	1	1	1	1	7
1204	ANTENNA RIGGER 'B'	TECH									2								2
	SUB-TOTAL LEVEL 'L'		0	0	0	0	0	0	3	1	6	1	2	3	2	2	2	2	24
	TOTAL POSITIONS		15	18	18	10	57	8	28	89	58	19	56	43	24	49	20	23	535



المملكة العربية السعودية
وزارة الدفاع والطيران
رئاسة الطيران المدني
ادارة هندسة الممرات الجوية

عقد رئاسة الطيران المدني ٩٧-٢٠
لدعم وتشغيل وصيانة نظام الملاحة الجوية هـ
المجلد ٣ - النسخة الانجليزية
مجال الخدمات

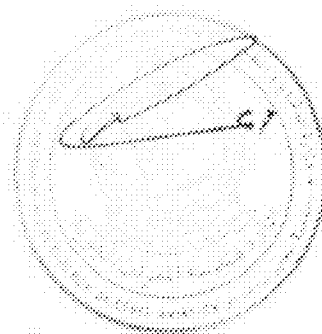
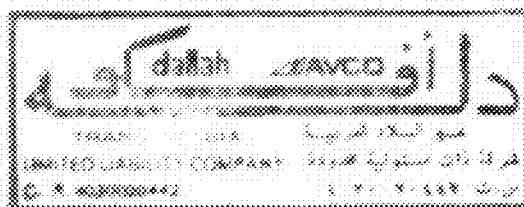


CONTRACT NO. PCA-AE-97-020
FOR
OPERATIONS AND MAINTENANCE
OF THE
AIR NAVIGATION SYSTEM SUPPORT (ANSS-V) PROGRAM
VOLUME III - ENGLISH
SCOPE OF SERVICES

THE KINGDOM OF SAUDI ARABIA
Ministry of Defence and Aviation
Presidency of Civil Aviation
Airways Engineering Directorate

VOLUME III
SCOPE OF SERVICES
EXHIBIT I - MANNING SCHEDULE
ATTACHMENT A - CRITICAL/ESSENTIAL POSITIONS
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VOLUME III
SCOPE OF SERVICES
EXHIBIT I - MANNING SCHEDULE
ATTACHMENT A-CRITICAL/ESSENTIAL POSITIONS

ARTICLES

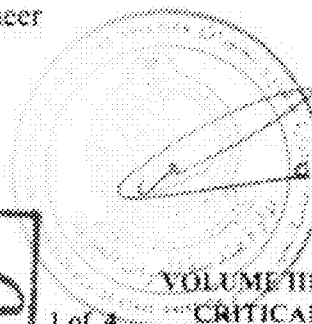
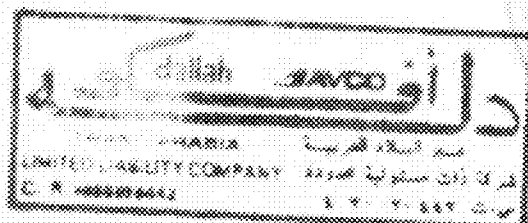
1 CRITICAL/ESSENTIAL POSITIONS

The critical/essential positions for the ANSS-V are listed below. The Contractor is required to have these positions filled with qualified personnel.

1-1 Category I

The following positions must be filled at all times:

<u>Psn #</u>	<u>Job Title</u>	<u>Quantity</u>
0101.01	Manager, Communications Eng'g. Branch	1
0105.01	Technical Sector Manager	1
0105.02	Technical Sector Manager	1
0105.03	Technical Sector Manager	1
0106.01	Manager, Maintenance Eng'g. (Tech)	1
0107.01	Manager, Depot Eng'g. Branch	1
0201.01	Senior Comms Engineer (EMI)	1
0204.01	Senior Comms Maint Engineer	1
0206.01	Senior Electro/Mech Maint Engineer	1
0211.01	Technical Sector Supervisor	1
0211.02	Technical Sector Supervisor	1
0211.03	Technical Sector Supervisor	1
0211.04	Technical Sector Supervisor	1
0213.01	Senior Automation Engineer	1
0214.01	Senior Comms Engineer	1
0215.01	Senior Radar Engineer	1



VOLUME III - EXHIBIT I - ATTACH A
 CRITICAL/ESSENTIAL POSITIONS

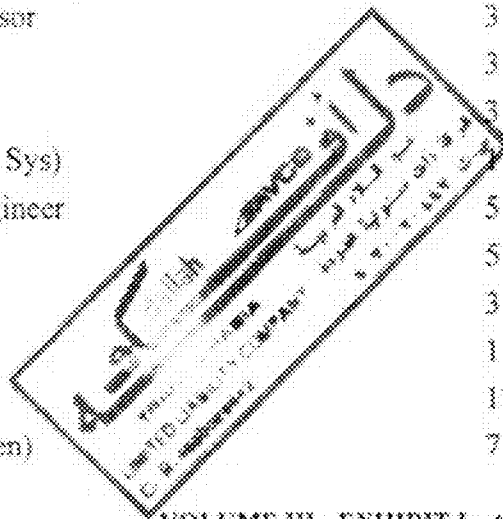
1 of 4

0215.01	Senior Radar Engineer (SED)	1
0218.01	Senior Programmer Analyst (KAIA)	1
0219.01	Senior Programmer Analyst (KFIA)	1
0220.01	Senior Programmer Analyst (KKIA)	1

1-2 Category II

Positions in this category should not remain vacant for more than 15 working days during any (one) Contractual year:

<u>Psn #</u>	<u>Job Title</u>	<u>Quantity</u>
0307.xx	Comms Maint Engineer	4
0308.xx	Data Systems Engineer (Hardware)	3
0309.xx	Data Systems Engineer (Software)	3
0310.xx	Nav aids Maint Engineer	4
0312.xx	Radar Maint Engineer	3
0315.xx	Nav aids Engineer (Installation)	2
0316.xx	Radar Engineer	1
0318.01	Senior DSS/Programmer (AMS)	1
0319.01	Senior DSS/Programmer (KAIA Sys)	1
0320.01	Senior DSS/Programmer (KFIA Sys)	1
0324.01	Civil Engineer (SED)	1
0405.xx	Electro/Mech Maint Engineer	3
0406.xx	Communications Supervisor	3
0407.xx	Nav aids Supervisor	3
0408.xx	Radar Supervisor	3
0410.01	DSS/Programmer (KAIA Sys)	5
0510.xx	Senior System Maint Engineer	5
0606.xx	Field Maint Supervisor	3
0607.xx	System Maint Engineer	1
0706.01	Print Shop Supervisor	12
0708.xx	Senior Comms Tech	7
0709.xx	Data Processing Tech (Gen)	



0710.xx	Senior Nav aids Tech	16
0711.xx	Senior Radar Tech	8

1-3 Category III

Positions in this category should not remain vacant for more than 21 working days during any (one) Contractual year:

<u>Psn #</u>	<u>Job Title</u>	<u>Quantity</u>
0313.01	Comms Engineer (System)	1
0323.01	UPS Engineer (SED)	1
0326.01	Senior Electrical Engineer (SED)	1
0415.xx	Automation Engineer	2
0502.01	Senior Elect /English Instructor	1
0507.01	Depot Elect/Mech Supervisor	1
0509.01	Comms Instructor	1
0511.xx	Data Instructor	2
0512.xx	Radar Instructor	2
0803.xx	Comms Maintenance Tech 'A'	15
0804.xx	Data Processing Tech 'A'	12
0805.xx	Nav aids Maint Tech 'A'	13
0806.xx	Radar Maint Tech 'A'	5
0807.xx	PMEL Tech 'A'	2
0808.xx	Senior Automotive Tech	1
0811.xx	Elect/Mech Supervisor	7
0917.xx	Comms Tech 'B'	12
0918.xx	Nav aids Tech 'B'	14
0919.xx	Radar Tech 'B'	5

The above-mentioned positions listed in Categories I, II, and III are vital in containing the risk-factor, down-time and maintenance schedule of the Air Navigation Support System of the Kingdom.



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VOLUME III - EXHIBIT I - ATTACH A
CRITICAL/ESSENTIAL POSITIONS

All remaining positions in the Contract, not listed above, shall also constantly be reviewed by the Contractor Performance Evaluation Committee, and in no way relieve the Contractor in its obligations to fulfill the requirements of maximum manning at all times.

1-4 Financial Penalty for Manning Shortage

The Contractor's recruiting and mobilizing efforts shall be subject to review by the Contractor Performance Evaluation Committee. In the event, if any positions listed above are left vacant without reasonable justifications acceptable to the Committee; the Committee, in accordance with Volume I, Exhibit B, Article 77 will impose financial penalty.

